

RESOLUTION

COMPENSATION INITIATIVES

WHEREAS, the Board of Supervisors has participated in a special work session devoted to compensation initiatives in the five areas shown in the following resolution,

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby authorizes the following:

- (a) An additional appropriation of the June 30, 2012, General Fund undesignated fund balance in the amount of \$600,000 to personnel contingency to allow the County Administrator to distribute a one-time bonus this calendar year to full-time or part-time regular, or limited-term employees who have completed their introductory period, received a minimum rating of "*Meets Expectations*" on their FY 2013 performance evaluation and are employed as of December 1, 2012. The bonus, which will have no impact on base pay, shall be \$1,000 for each full-time position and \$500 for each part-time position; and
- (b) That the one-time bonus for qualified County employees be extended to the four Constitutional Officers who have agreed to participate in the County's pay and personnel policies, the County Registrar, and to the County Attorney; and
- (c) An additional appropriation of the June 30, 2012, General Fund undesignated fund balance in the amount of \$25,000 to personnel contingency to allow Monday, December 31, 2012, to be designated an additional Holiday for County employees, with the appropriate Holiday pay supplement paid to those employees, primarily public safety, who are required to work; and
- (d) That the Board authorize a Request for Proposal (RFP) for a compensation study that would review County job descriptions, pay, and benefits against market averages. The Board will be asked to transfer funds and approve a contract when the RFP proposal is completed and a recommendation is prepared that further identifies both the scope and the cost; and
- (e) That it is intended that one of the priorities for the FY 2014 operating budget is to fund a permanent salary increase as of July 1, 2013, for eligible County employees and to provide sufficient funds to allow the Williamsburg-James City County School Board to consider offering a similar permanent salary increase to its employees.

John J. McGlennon
Chairman, Board of Supervisors

ATTEST:

Robert C. Middaugh
Clerk to the Board

	VOTES		
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>
MCGLENNON	_____	_____	_____
JONES	_____	_____	_____
KENNEDY	_____	_____	_____
ICENHOUR	_____	_____	_____
KALE	_____	_____	_____

Adopted by the Board of Supervisors of James City County, Virginia, this 27th day of November, 2012.

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